

## CMG/CBC BRANCH EXECUTIVE COUNCIL

April 20, 2021 8:00PM EST

**In attendance:** Kim, Harry, Lorne, Vish, Pierre, Dominique, Heather

**Regrets:** Lisa, Pauline, Saïda, Trent

1. **Call to Order/Roll Call** 8:04pm EST

2. **Motion to Approve Agenda**

Moved: Harry

Seconded: Vish

3. **Motion to Approve Minutes**

[202100309 BEC Conference Call](#)

Moved: Dominique

Seconded: Harry

Abstentions: Heather

4. **President's Remarks**

[Report April 2021](#)

Meeting with the presidents in the North. There are challenges with editorial leadership in the North; many people are working in the south, but submitting to the North. There is also a challenge with staffing in the North.

In Vancouver, there is a hope to move people back into the stations, after physical reorganization of the news room.

Lisa is to start up the temp committee force. After a meeting with Sujata Berry, CBC management is aiming to improve the temp work experience, with better onboarding and liaising with different regions. There will be a survey for all temps to get stats on % of BIPOC employees.

Challenges getting staff in Goose Bay, Labrador

## **5. Ongoing Business**

### **a. Convention Update (Harry)**

Roughly 85 delegates for convention.

13 national bylaw proposals, 7 resolutions

2 CBCbylaw and 4 resolutions

Time zone will be a challenge

Due to the challenge of time zones, convention is scheduled from noon to 14:00, 14:30-16:30 EST (branch is on second day). Branch can extend second day by an hour, if need be.

Logistics - one lineup available for people who want to speak for, against, or amend a resolution  
Patti Ducharme will moderate the discussion

Possibly 15 minutes per resolution, but some can take a half hour, some 2 minutes.

Bear pit session where staff are available to answer questions.

Some observers will be attending, but need to figure out how to make sure they cannot vote.

3 minute time limit per speaker. Mover, seconder, then rest and end debate with mover's concluding remarks.

Countdown clock should be visible on screen.

There is the possibility of submitting resolutions post-convention.

There is a possibility of recording the votes.

### **b. Anti-Oppression/Anti-Racism Workshop set date (Lorne)**

September 20th, noon EST

## **6. New Business**

### **a. Future of Work**

There are rumours of plans that nobody will be working full-time from home, once the pandemic is over.

A teleworking policy is being developed

We proposed suggestions to modify policy, make improvements, and are looking at a hybrid model.

There will possibly be hoteling stations in the building to accommodate the new work environment.

### **b. Be Heard reporting issues**

The union is not receiving any updates; we don't know how many people, or what the complaints are.

DNA report from SRC VP provided eye opening results. Most employees are unhappy. Most

BIPOC employees are not getting representation by management.

Survey done by external firm resulting in 1383 responses - 1/3 of employees experiencing unfair employment behaviour. Women disproportionately affected. Employees have a lack of trust in management.

There is a JSP review ongoing under Brodie Fenlon's team.

**c. Olympics**

Potentially 500 people will be coming into the building during the Olympics. Waiting to hear about protocol on this. Kim has an upcoming meeting on COVID issues, and can raise this.

Potential clinic for internal CBC employees.

Kim has asked about local vaccination sites; will raise it again.

**d. COVID-19 Vaccination plan and case reporting**

**7. Motion to adjourn**

Moved: Vish

Seconded: Harry

Meeting adjourned 9:21pm EST